LEON GUARDING

MODERN SLAVERY POLICY STATEMENT

MODERN SLAVERY POLICY STATEMENT POL18 – JAN 2026, Issue 3

LEON GUARDING & FM LTD
The Apiary Suite, The Vintry, 53-63
Redbridge Lane East, Ilford, IG4 5EY
0203 983 1119 | www.leonguarding.co.uk

SIA APPROVED CONTRACTOR

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MODERN SLAVERY POLICY STATEMENT

Modern Slavery represents a clear and unacceptable breach of fundamental human rights. Leon Guarding & FM Limited acknowledges its moral and social obligation as a business entity to adopt a stance of zero tolerance towards all manifestations of modern slavery. This commitment underscores our dedication to ethical practices and our responsibility to combat any form of modern slavery within our sphere of influence.

At Leon Guarding & FM Limited we prioritize conducting our business with honesty and integrity. We are dedicated to being an employer that provides equal opportunities, aligning our operations with the highest standards of current best practices to minimize any risk of labour rights infringements. Our commitment to these principles is integral to our operational ethos, ensuring we create a workplace that is both ethical and respects the rights of all our employees.

Current Activity:

We conduct thorough due diligence when considering new hires and rigorously screen and vet all staff in line with BS7858 standards. For applicants with a non-EU passport, we perform visa checks to verify their legal right to work in the UK. Our commitment to preventing slavery and human trafficking in our operations is supported by several policies, including:

Whistleblowing Policy: We empower all our employees to voice concerns about illegal activities, malpractice, dangers to public safety or the environment, and other serious issues without fear of retaliation.

Compliance with The Modern Slavery Act 2015: Our practices are aligned with the Act, reflecting our dedication to eliminating modern slavery risks within our business framework and supply chain.

Quality and Sustainability Agreement ISO 9001:2008-

We are dedicated to upholding the utmost ethical standards among our personnel. We consistently expect our clients to maintain safe work environments, treat employees with dignity and respect, and conduct themselves ethically and legally. Any significant breaches of the Company's Quality and Sustainability Agreement will result in the termination of our business partnership.

Training

The Company mandates that all employees in all relevant roles and management positions to undergo training aimed at understanding how to evaluate the risk of Modern Slavery and human trafficking within different facets of the business. This training covers how to recognize the indicators of slavery and human trafficking and outlines the appropriate actions to take if such activities are suspected. Additionally, we ensure that all directors and staff in pertinent roles receive awareness training on these critical issues.

Directors Approval:

This statement has been approved by the Directors of Leon Guarding & FM Limited who will review and update it annually. This statement is made pursuant of section 54(1) of the Act and constitutes our slavery and human trafficking statement.

Website

A copy of this statement will be available via our website. We will act with due diligence to ensure that we comply with the Modern Slavery act, we have sent our employees a copy of our Modern Slavery statement, we believe that the highest risks for our business would be from migrant labour, that is why we carry out stringent checks to ensure all our staff have the right to work in the UK. Our HR manager carries out due diligence and completes right to work checks on all our staff.

KPI's

To ensure compliance with the Modern Slavery Act, we will employ Key Performance Indicators (KPIs) and adhere to the following principles:

- Observance of local and national laws.
- The right of workers to terminate their employment.
- Freedom of movement for all employees.
- The right to freedom of association.

We strictly prohibit:

- Any threats of violence, harassment, or intimidation.
- The requirement for workers to pay recruitment fees.
- Mandatory overtime that is not voluntary.
- The employment of child labour.
- Any form of discrimination, in alignment with our equality and discrimination policy.
- The confiscation of workers' original identification documents.

Supply Chain

We do not engage subcontractors or suppliers to fulfil work requirements. However, in an instance where we must, and we assess a supplier as high-risk for Modern Slavery, we will mandate strict compliance with the Modern Slavery Act as a contractual obligation. Our procurement processes are designed to integrate Modern Slavery considerations at every stage, ensuring our commitment to ethical practices is maintained.

As part of our commitment to ethical employment practices, all staff undergo credit checks during their vetting process to safeguard against the risk of debt bondage. Should any allegations of Modern Slavery arise, we commit to conducting immediate investigations and compiling a detailed report of the findings for our directors, reinforcing our dedication to transparency and accountability in addressing these serious concerns.

Signed: M Shahzad *Date: 31-Jan-2026*